



Community Workforce Agreement & Priority Hire

City of Seattle

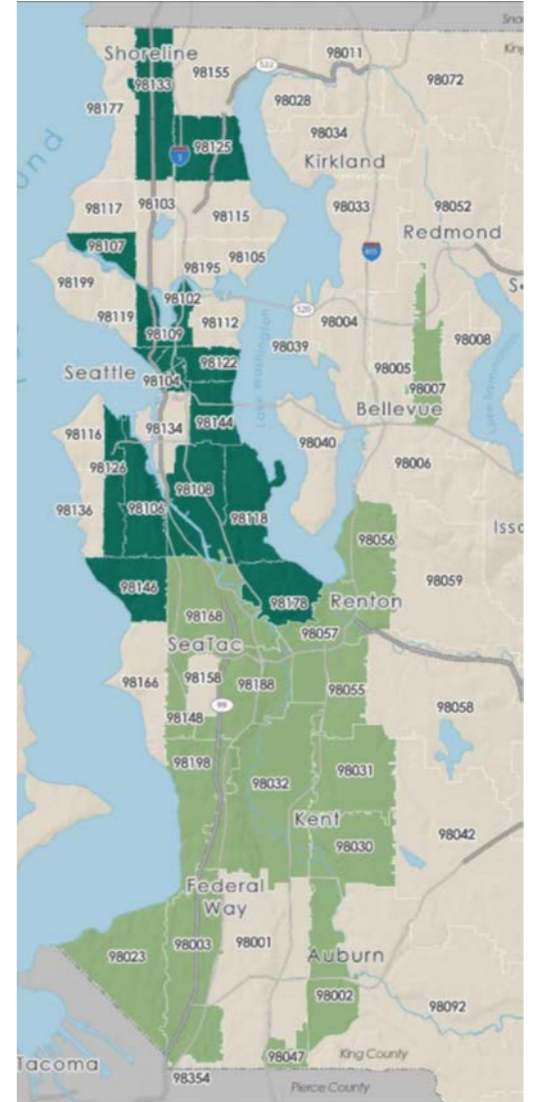
September 2017

What is Priority Hire?

Priority Hire prioritizes certain qualified individuals for hire by contractors on CWA projects:

- Individuals from economically distressed ZIP codes
- Women
- People of Color
- Registered apprentices
- Registered apprentices who are pre-apprenticeship graduates

Economically distressed ZIP codes in Seattle and King County are prioritized above all others



How many Priority Hire ZIP Codes are there?

a) 33

b) 31

c) 15

d) 29

Priority Hire Purpose

- Provide contractors access to a trained workforce
- Create access to careers using City construction jobs
- Create a diverse workforce by adding more women and people of color
- Create economic growth in economically distressed areas



What is the Community Workforce Agreement (CWA)?

- a) Contract between City and labor unions
- b) Also called a Project Labor Agreement (PLA)
- c) Prevents strikes and lockouts
- d) Includes priority hire goals to increase women, people of color and those from economically distressed areas
- e) All workers dispatched through union hall
- f) All contractors sign assent to CWA for the project
- g) All of the above



Which projects are covered by the CWA?

- a) All projects, no matter the engineer's estimate
- b) Only projects estimated at \$1 million or more
- c) Only projects estimated at \$5 million or more
- d) Only projects estimated at \$10 million or more
- e) None of the above



Pre-Apprenticeship Graduates

- Apprentices from a pre-apprenticeship program are called “Preferred Entry” Workers
- Pre-apprenticeship graduates have been trained in:
 - Job readiness
 - Skill development
- Pre-apprenticeship programs
 - PACE
 - PACT
 - YouthBuild
 - ANEW
 - Ironworkers
 - TVTC
 - TRAC



Contractor Requirements under the CWA

All contractors:

- Sign a Letter of Assent to CWA
- Submit pre-job paperwork and attend pre-job meeting
- Dispatch all workers through union hiring hall
- Hire Priority Hire workers
- Increase prevailing wages in September
- Pay into union trust funds
- Report worker hours in LCPtracker (certified payroll)

How do Contractors Find Workers?

- Work with the Job & Training Advisor – Jon Bersche
 - One of Jon’s primary responsibilities is to help contractors find workers
- Request a new dispatch from the union hall
 - Halls will dispatch available Priority Hire workers out of order to help you meet your requirements and goals
- Look at your existing workforce for any workers who will help you meet your requirements and goals

Prime Contractor Requirements

- Plan and ensure apprentice and priority hire requirements and goals are met
- Provide parking for craft workers or compensate for parking costs
- Provide rest facilities
- Attend monthly Joint Administrative Committee (JAC) meetings

True or False?

Prime Contractors must also attend every pre-job meeting with their subcontractors

FALSE

Prime Contractors are only required to attend their own pre-job meeting, but may attend with their subcontractors if they wish

Open-Shop Contractors

- Core workers
 - 3 upfront
- All workers must be dispatched
- Dual benefits – health and pension payments
 - Contractor can apply for a dual benefit reimbursement



Bid Considerations

All Contractors:

- Annual wage escalation (every September)
- Dual benefit reimbursement
 - Open-shop contractors with existing employer-sponsored benefit plans may apply for a reimbursement
- Parking (Prime)
 - Prime must provide parking, or reimburse worker for parking or mass transit
- Administrative Support (Prime)
 - Primes may need to help subcontractors with pre-job paperwork or other administrative tasks

Technical Tips for Contractors

- Submit Certified Payroll weekly
- Stay up-to-date on trust payments
- Monitor priority hire workforce performance
- Read the CWA thoroughly
- Primes should ensure that all subcontractors have a copy of the CWA and understand the goals and requirements



Remember the Priority Hire Purpose

Remember why the City has implemented Priority Hire

- Provide contractors access to a trained workforce
- Create access to construction careers
- Create a diverse workforce
- Create economic growth in economically distressed areas



Important Points to Remember

- ALL contractors can be successful working under the CWA
- Developing a strong plan for meeting Priority Hire goals and requirements is imperative
- Subcontractors must be informed of CWA provisions and Priority Hire goals and requirements
- ALL contractors must attend a pre-job conference
- ALL workers must be dispatched
- The City Labor Equity Program staff is here to help
 - *Please use us as a resource!*

Contact Information

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